

**Council on Human Rights
Friday, November 18, 2005
Council's Boardroom, 4th Floor
Pocahontas Building
11:00 a.m.**

DRAFT

Council Members Present: Jon D. Strother, Chairman; David A. Drachsler, Vice Chairman; Valarie A. Jones, Parliamentarian; Charles Baugham; Donald O. Campen, Jr.; Dyana Mason; Deborah Segaloff, and Leslie Teets.

Staff Present: Rita R. Henderson, Director; Sandra D. Norman, Assistant Director; Gerald Snead, EEO Manager; Timothy Wilson, Administration/Operations Manager; and Cortley West, Intern.

Council's Attorney Present: Martha "Marty" Parrish, Assistant Attorney General.

Welcome, Approval of Minutes, and Introductions

The Chairman called the meeting to order. The minutes from the September 23, 2005 meeting were adopted with corrections. Introductions were made.

Director's Report

Ms. Henderson reported on the following five (5) categories: (1) follow-up from previous board meeting, (2) Governor's proposed budget, (3) agency statistics, (4) meetings, conferences, and outreach and (5) miscellaneous.

Follow-up from previous board meeting

- Ms. Henderson presented an article by the Daily Labor Report, a publication of the federal government, dated November 9, 2005. The article stated that the Equal Employment Opportunity Commission (EEOC) is on tract in its repositioning efforts. When implemented, the Council will report into the Charlotte, NC District Office.
- The EEOC call center opened on March 21, 2005. Its toll free number is 1-800-669-4000. Citizens can obtain updates on existing charges, ask questions regarding rights, and other services. Citizens may also access the call center website at info@ask.eeoc.gov.
- Ms. Henderson attended the 2005 Administrative Law Conference on November 1, 2005. It was co-sponsored by the Virginia Bar Association and the Virginia Code Commission. The code is being reviewed and will be revised in 2007. The initiative is called the 2007 Code Project. The Director recommended that the Council's board contact the members of the commission for the purpose of coordinating their efforts with that of the commission. The 2007 Code Project's telephone number is (804) 786-3591 and its website is <http://legis.state.va.us/codecomm/2007code/2007code.htm>.

Governor's Proposed Budget

- Agencies submitted proposals to the Governor's office through their cabinet secretaries. The Council's proposal included a request for two (2) staff positions (investigators). All requests are being reviewed and the Governor's proposed budget will be presented to the money committees on December 16, 2005. The Governor's proposed budget will also include agencies' strategic plans and will be made accessible to the public as a user friendly resource.

Agency Statistics

- Ms. Henderson presented a summary of October 2005 statistics. She will start the process of placing agency statistics on the website, including year to date statistics.

Meetings, conferences, and outreach

- Ms. Henderson attended the Administrative Law Conference sponsored by the Virginia Bar Association where information about the 2007 Code Project was discussed.
- Ms. Henderson was a panelist for the Urban League of Greater Richmond's 2005 EEO Workplace Symposium held on November 3, 2005. The theme was Empower Yourself!: Empowering strategies for business and career success.
- Ms. Henderson also informed the board that while on a personal trip in October, she visited the headquarters of the United Nations' Council on Human Rights in Geneva, Switzerland and was hosted by Dr. Stephanie Ferguson, Director of the Leadership for Change Programme and Consultant for Nursing and Health Policy at the International Council of Nurses.

Miscellaneous

- Ms. Sandra Norman, the assistant director, will receive her Bachelor of Business Administration degree from Averett University in Danville on December 10, 2005.

Chairman's Report

Budget

The Chairman presented two (2) budget request proposals. The first document was titled, Recommended Budget Increase for FY 2007 and the second, Estimated Annual Productivity. Discussions were held on both documents. It was moved by Vice Chairman Drachsler to amend the Recommended Budget Increase for FY 2007 by changing the number of investigators to two (2). Member Jones seconded the motion and it carried.

Draft of Recommended Amendments to the Virginia Human Rights Act for 2006

The Chairman presented the revised draft proposal with additional changes. Member Campen moved to have Members Drachsler and Strother review the current laws for the purpose of coordinating the board's draft proposal with that of the agency's mission. Member Segaloff seconded the motion and it carried.

Vice Chairman Drachsler moved to amend the motion to delete the section pertaining to the subpoena power on page 6, lines 172 – 202, of the draft. Member Campen seconded the motion and it carried.

Appeals

The Chairman appointed members Jones, Campen, and Segaloff to an appeals panel for the purpose of reviewing an appeal. The panel's due date to report its decision is December 2, 2005.

The meeting adjourned at 3:22 p.m.

Submitted by,

Jon Strother
Chairman

Timothy Wilson
Recorder